



Northumberland
County Council

OUR LEADERSHIP PLEDGE FOR CHILDREN'S SERVICES



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WE will make things better for children

We will work with others to develop a clear vision and culture that excites, motivates and engages everyone, with a clear focus on making things better for children and young people.

WE will develop and empower our staff: High support, constructive challenge

We will work hard to ensure that our staff feel supported and empowered to deliver the best quality service possible for young people and their families, "working with rather than doing to".

We will develop a culture of learning, recognising and acknowledging good practice and providing constructive challenge which is two way. We should encourage and respond positively to challenge from our staff, and partners about the quality of our work.

WE will encourage accountability

We will develop staff who are confident and can work autonomously and be accountable for the quality of their work. We will provide management support, challenge and decision making.

We will ensure that our staff receive the right training and development opportunities to support the effectiveness of their work. We seek to develop accountability, not blame.

WE will be risk sensible, not risk averse

Our work can never be risk free. We will encourage our teams to take a risk sensible approach.

We will make every effort to support families at the lowest appropriate level of intervention, keeping children and young people with their families wherever possible.

We will encourage considered and balanced risk judgements, taking into account all risk and protective factors which underpin proportionate responses, with a clear plan to mitigate risk.

WE will have a clear rationale for decision making

To support our staff we will ensure responsibility

for decision making is located at the appropriate level of management and the rationale for any decisions and subsequent actions is clearly recorded.

WE will identify opportunities

We will strive to identify opportunities for improvement, particularly in these challenging times. By thinking and acting differently we will adapt our leadership styles to create further opportunities to improve children's lives.

WE will encourage confidence and humility

We will be confident in our leadership, ability and knowledge.

We will recognise the need for and value the contributions of others, to ensure the best possible outcomes for children.

WE will provide visible leadership

We will be accessible and visible to our staff.

Effective performance management and quality assurance processes will provide clear support, identify gaps and boost understanding of shared goals.

WE will build relationships

We believe it is through constructive and professional relationships, underpinned by honesty and transparency that we will work most effectively - With each other, with partner agencies and most importantly with families.

We will build relationships, model coordinated and integrated working approaches and evidence constructive challenge and problem solving, where there are barriers and challenges.

We will be respectful at all times recognising we are all human, we may not always get it right.

WE will do our very best: Continuous improvement

We will challenge ourselves relentlessly to keep improving the quality and effectiveness of our services to make things safer and better with and for children, young people and their families.